Air Force Biennial Enlisted Grades Allocation Program

Overview

- Objectives
- Definitions
- CPG Methodology
- The Process
- AFCESA Strategy
- CE Impact - AFS
- CE Impact - MAJCOMs
- Notes

Objectives

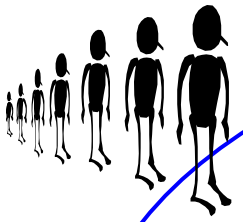
- Ensure compliance with legislative and budgetary grade constraints
- Provide a method which will equitably distribute limited grades throughout the Air Force
- Provide grade targets to more effectively plan and mange personnel actions

Definition

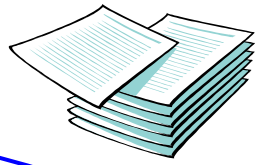
- Career Progression Group. A CPG equates to the first three digits of the Air Force Specialty. Examples:
  - 3E0 Electrical
  - 3E1 HVAC
  - 3E2 Pavements
  - 3E3 Structural
  - 3E4 Utilities
  - 3E5 Engineering
  - 3E6 Operations
  - 3E7 Fire
  - 3E8 EOD
  - 3E9 Readiness

CPG Methodology

1. AF Enlisted End Strength



2. Ceiling Constraint Calculated for Grade



3. Determine AF Validated "On-the-books" Requirement for Grade

Look at how this works starting with CMSgt

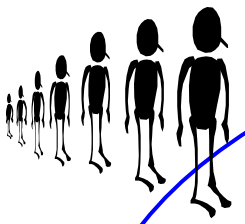
6. Roll down Unfunded "Validated Requirements" to next lowest Grade = MAJCOM Validated Requirement - #5

5. Calculate MAJCOM Grade Allocation in CPG = #4 x MAJCOM Validated Requirement

4. Calculate AF Leveling Factor = #2 / #3

CPG Methodology

1. AF Enlisted End Strength

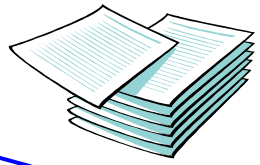


Assume 300K

2. Ceiling Constraint Calculated for Grade

300K x 1% CMSgt = 3K

3. Determine AF Validated "On-the-books" Requirement for Grade



Assume = 4K

4. Calculate AF Leveling Factor = #2 / #3

3K / 4K = 0.75

Assume MAJCOM requires 10 CMSgts

5. Calculate MAJCOM Grade Allocation in CPG = #4 x MAJCOM Validated Requirement

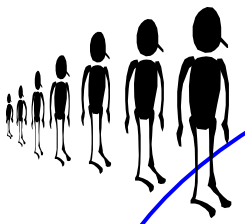
0.75 x 10 => 7

6. Roll down Unfunded "Validated Requirements" to next lowest Grade = MAJCOM Validated Requirement - #5

10 - 7 = 3 rolldown to SMSgt

CPG Methodology

1. AF Enlisted End Strength

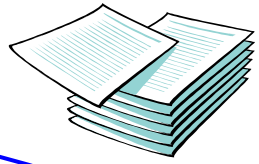


Assume 300K

2. Ceiling Constraint Calculated for Grade

300K x 2% SMSgt = 6K

3. Determine AF Validated "On-the-books" Requirement for Grade



Assume = 12K

4. Calculate AF Leveling Factor = #2 / #3

0.5 x (21+3) =12

5. Calculate MAJCOM Grade Allocation in CPG = #4 x MAJCOM Validated Requirement

Assume MAJCOM requires 21 SMSgts

CMSgt Rolldown was 3 6K / 12K = 0.5

21 - 12 = 9 rolldown to MSgt

6. Roll down Unfunded "Validated Requirements" to next lowest Grade = MAJCOM Validated Requirement - #5

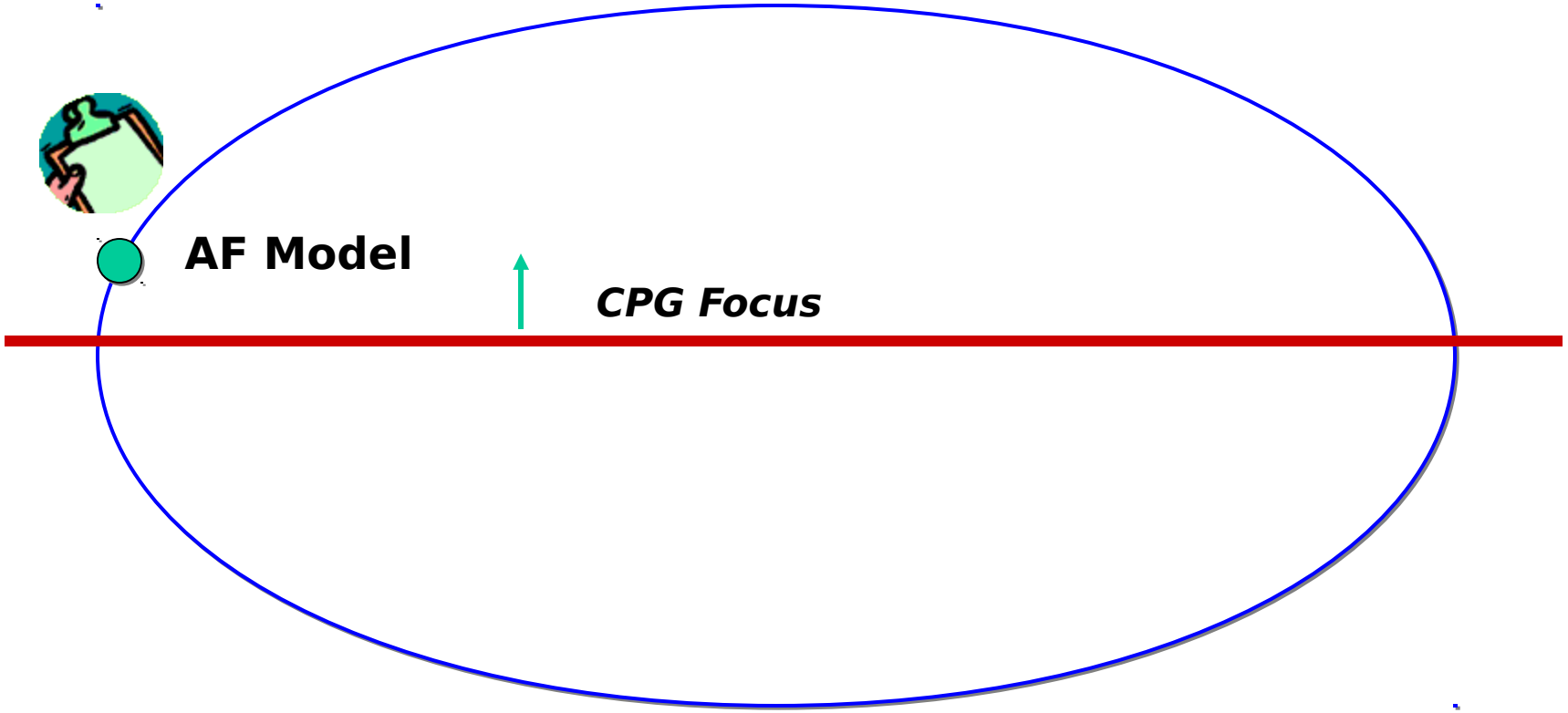
Methodology - Logic

- The total number of CMSgts in the AF equals 1 % of the total AF enlisted force.
- However, the number of CMSgts in each command does not necessarily equal 1 % of the command's total enlisted force; it equals the "Leveling Factor" times the number of their "Validated Requirements."
- This same logic applies for each CPG and each command. It ensures an equitable allocation within the total Air Force enlisted grade constraints and requirements.

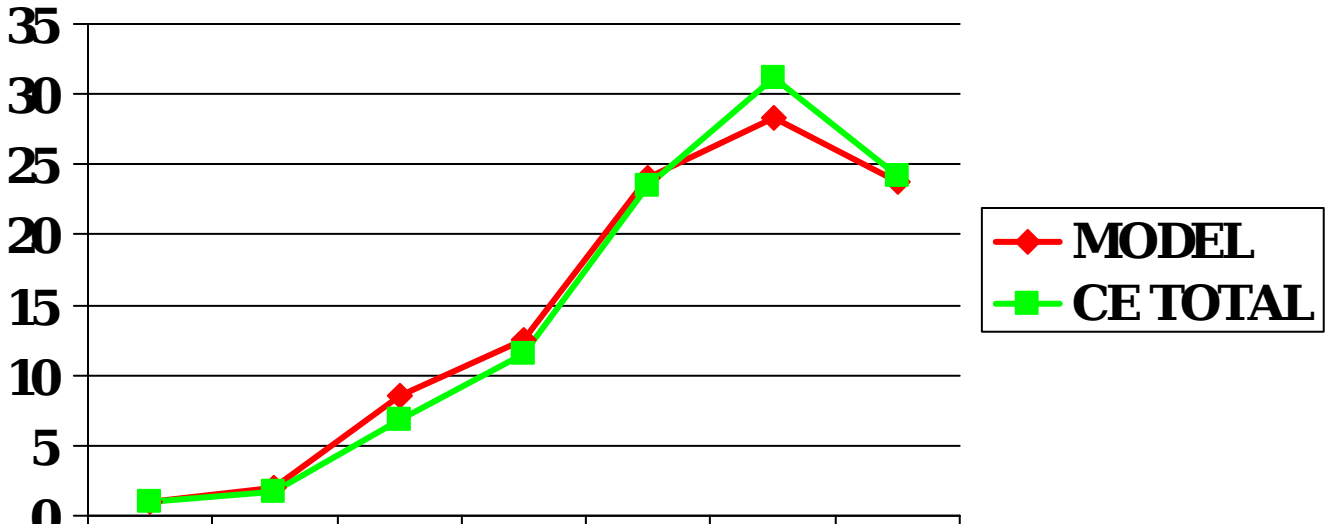
AFCESA Strategy

- Recommend adjustments to CPGs to better align each career field with the Air Force model
  - Increase grades in CPGs below the model by decreasing grades in CPGs above the model.
  - All recommended adjustments will be zero balancing..
- Second priority is to seek opportunities to realign grade allocations from MAJCOMs with A-76 initiatives to save CE high grades and to align MAJCOMs with the model.

CE CPG Process

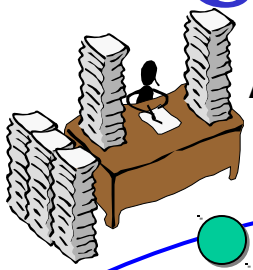


CE Total CPGs to Air Force Model



	CMS	SMS	MSG	TSG	SSG	SRA	A1C
MODEL	1	2	8.5	12.5	24	28.3	23.7
CE TOTAL	1	1.7	6.9	11.5	23.5	31.2	24.14

CE CPG Process



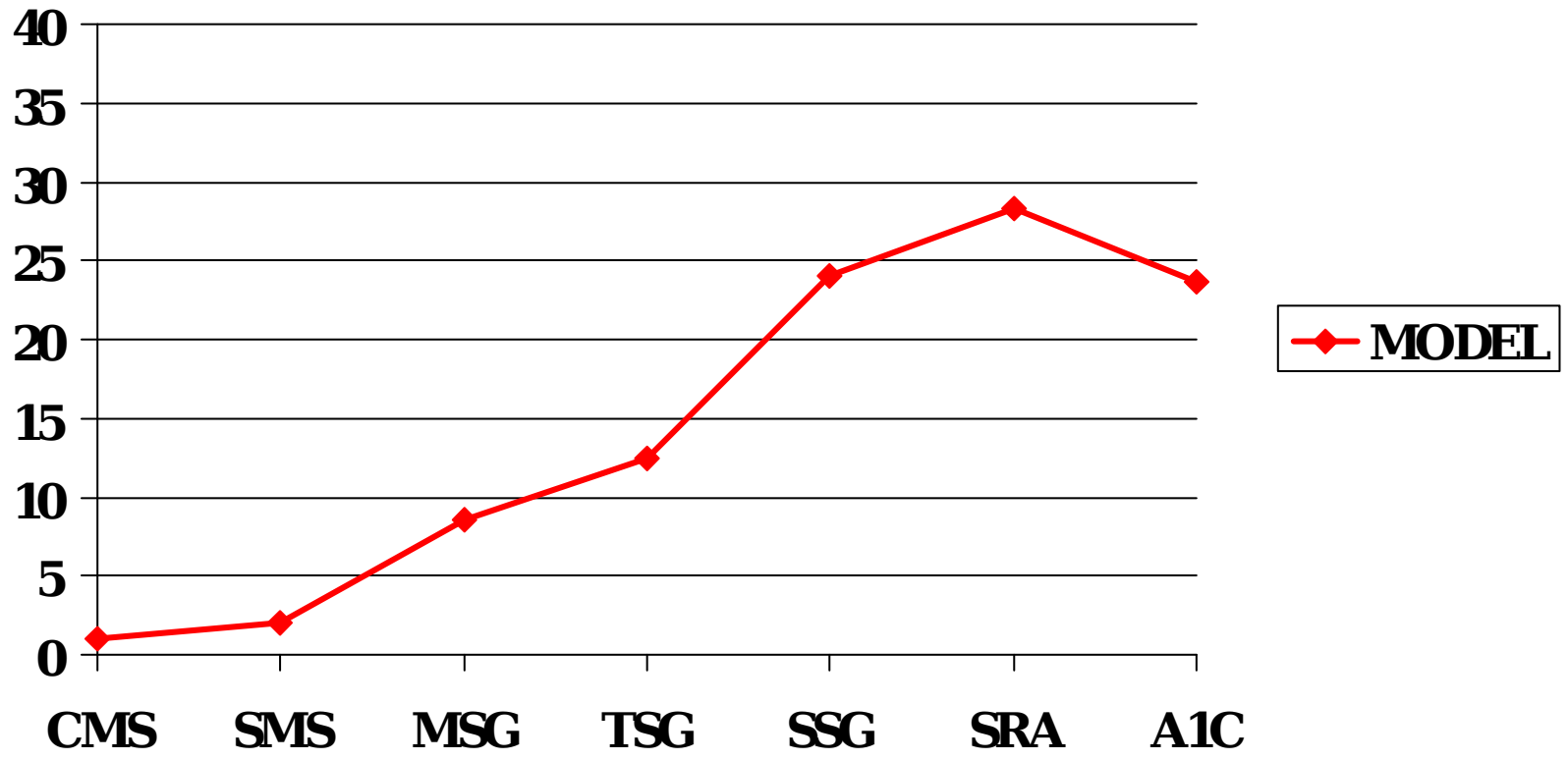
Analyze CE Impact
- By AFS & Grade

Above model-Ops
At model-Util
Below model-Fire

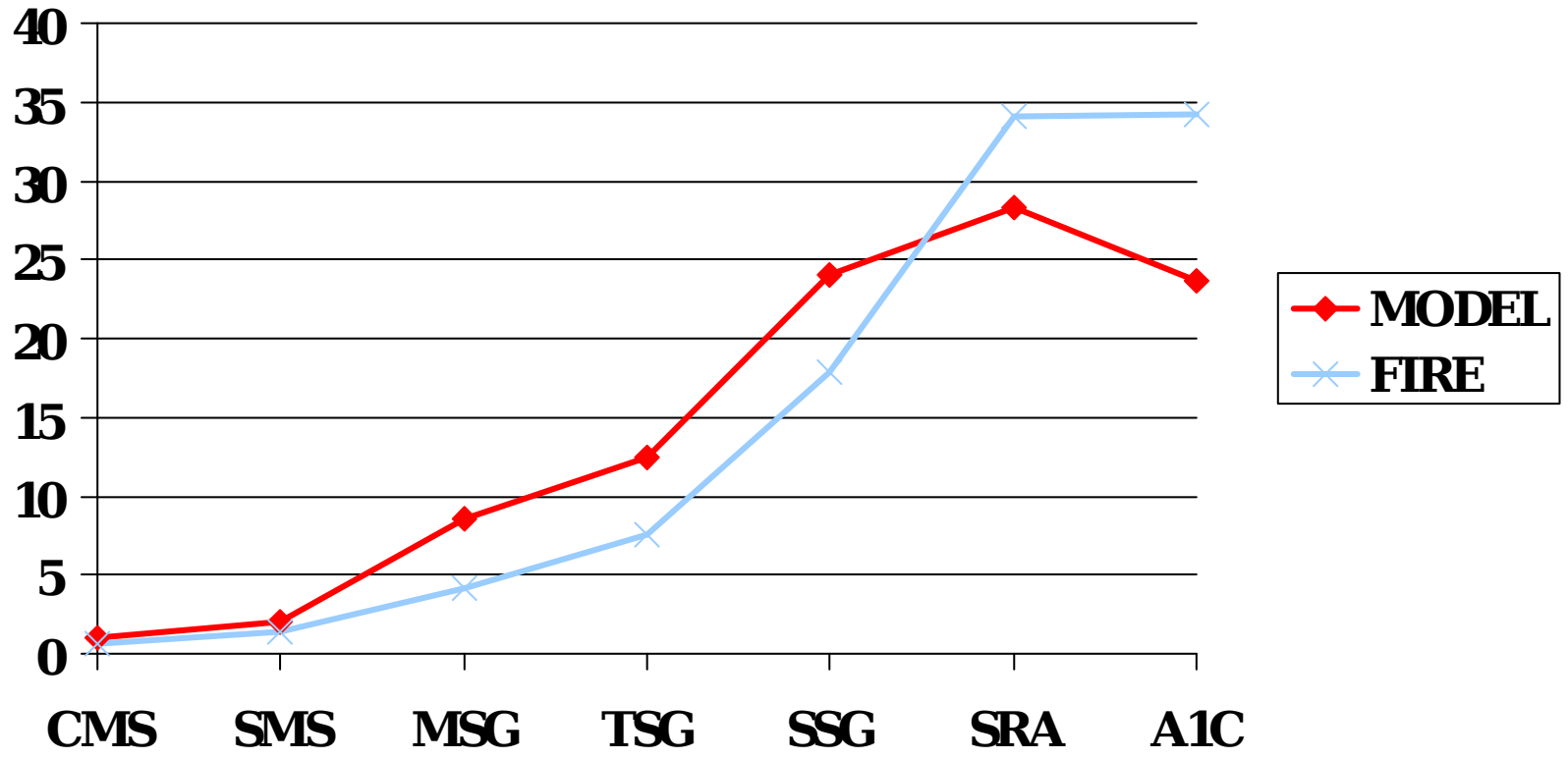
AF Model

CPG Focus

Fire, P&E, Ops, & Readiness to Air Force Model



Fire, P&E, Ops, & Readiness to Air Force Model



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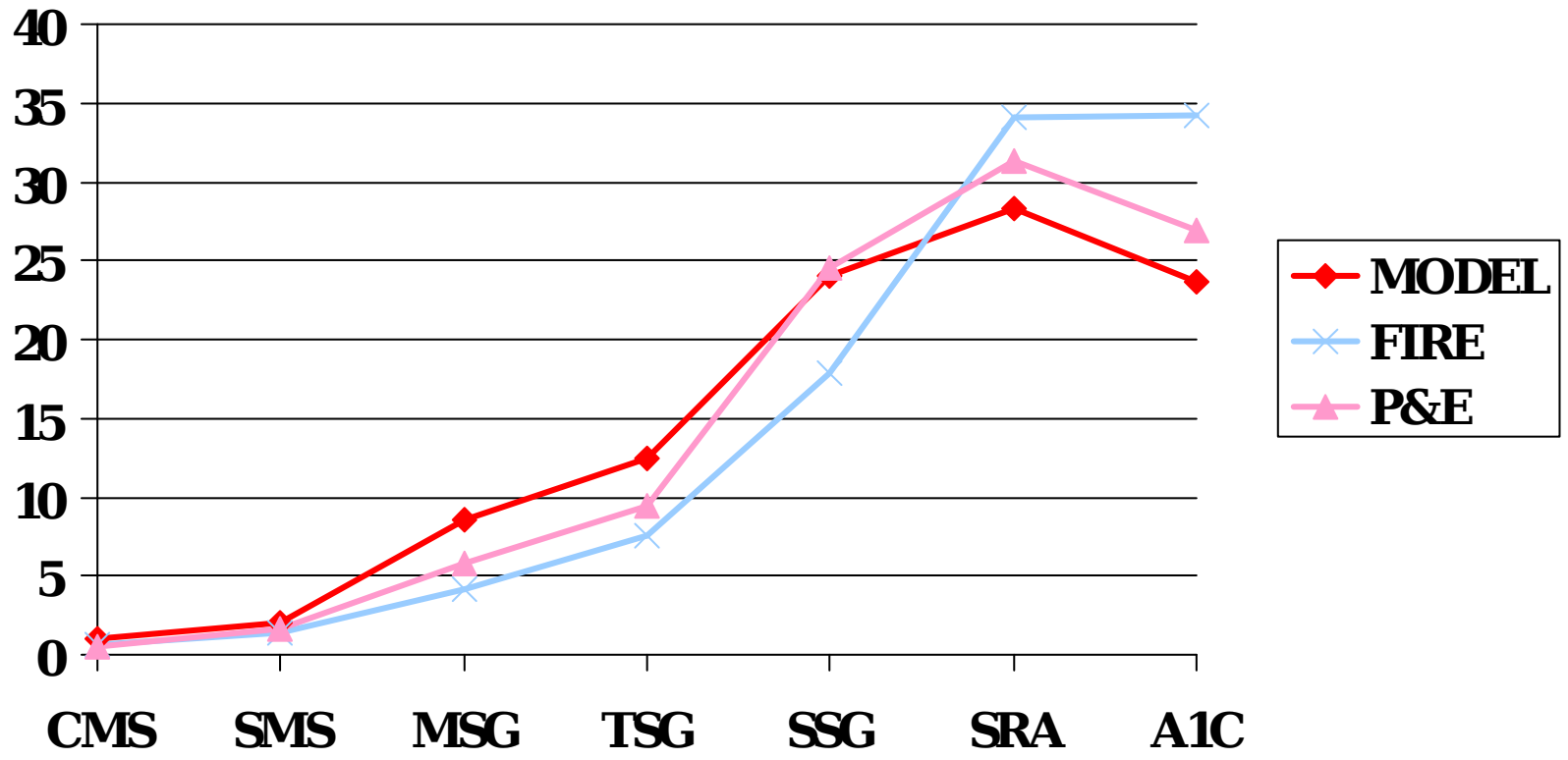

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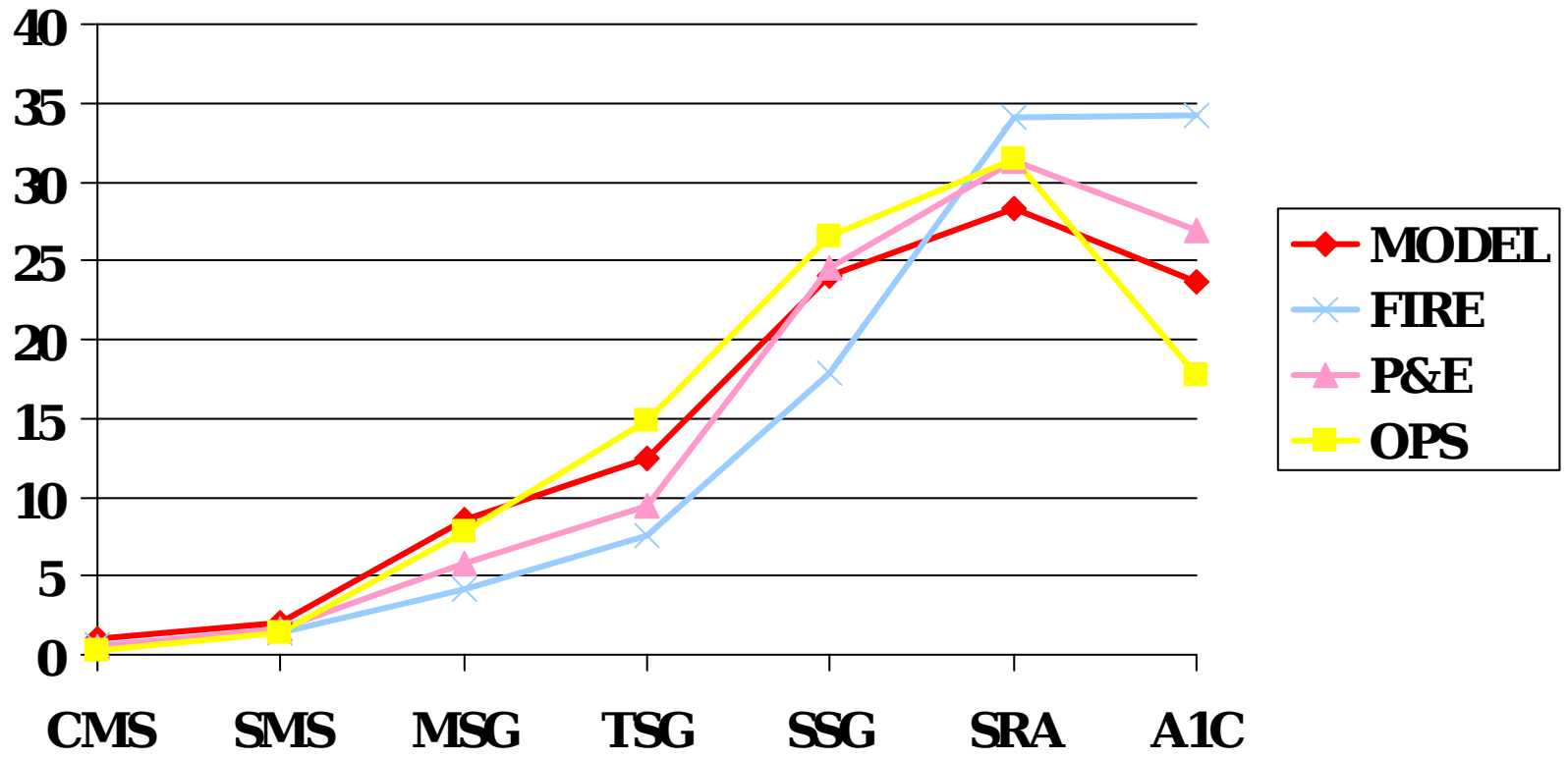

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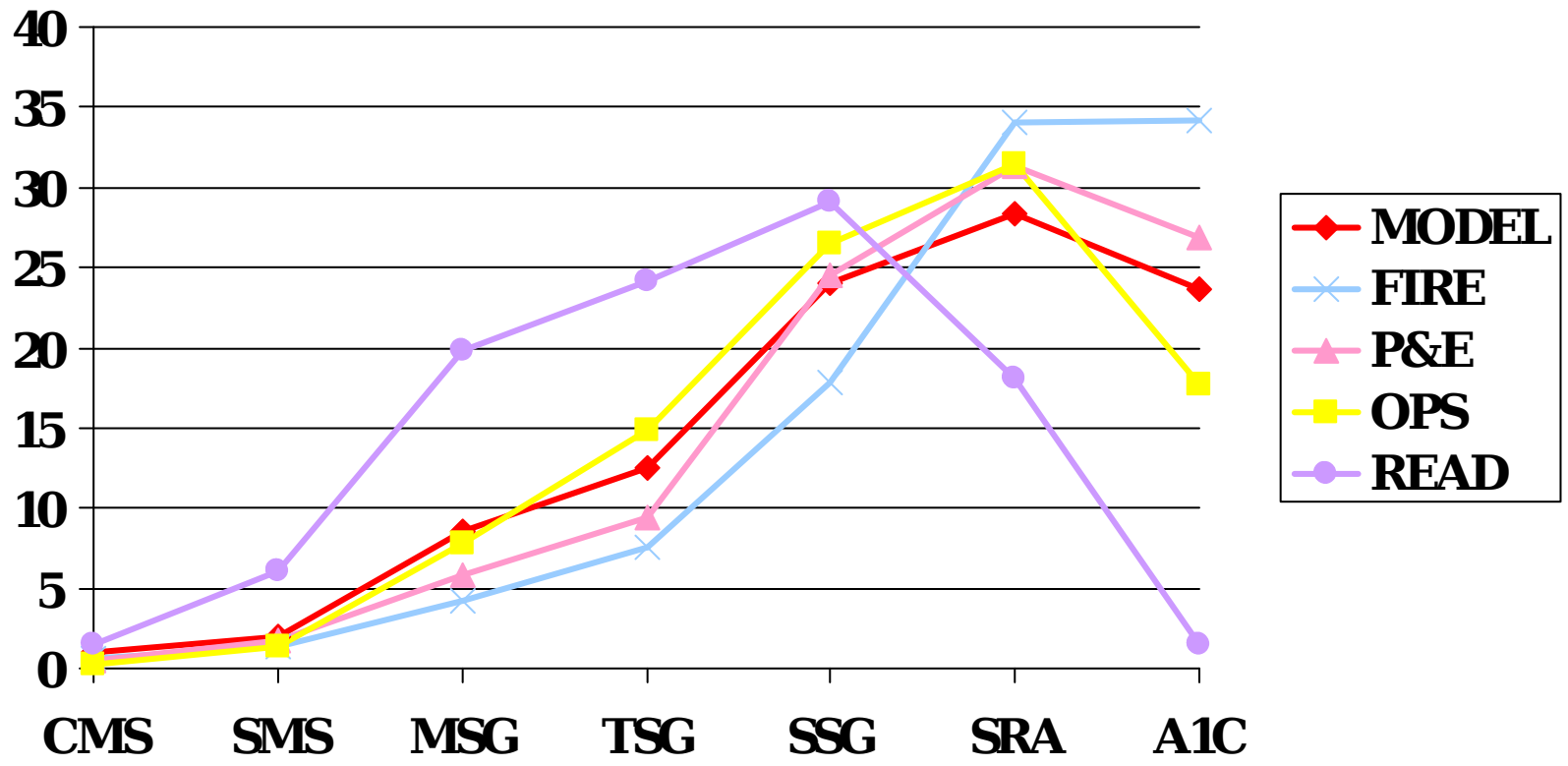

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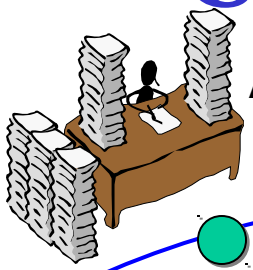

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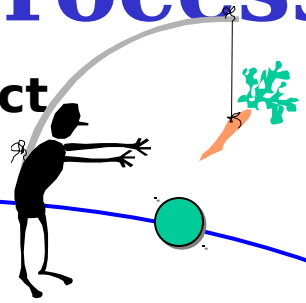


Determine Fixes

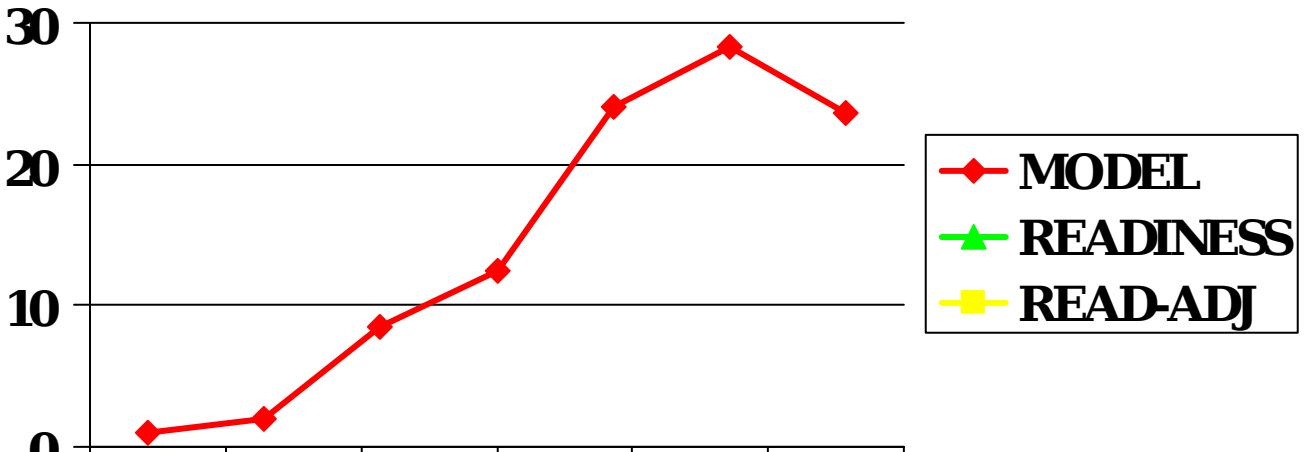
Above model-Ops
At model-Util
Below model-Fire

AF Model

Apply % to MAJCOMs for CE-wide fix

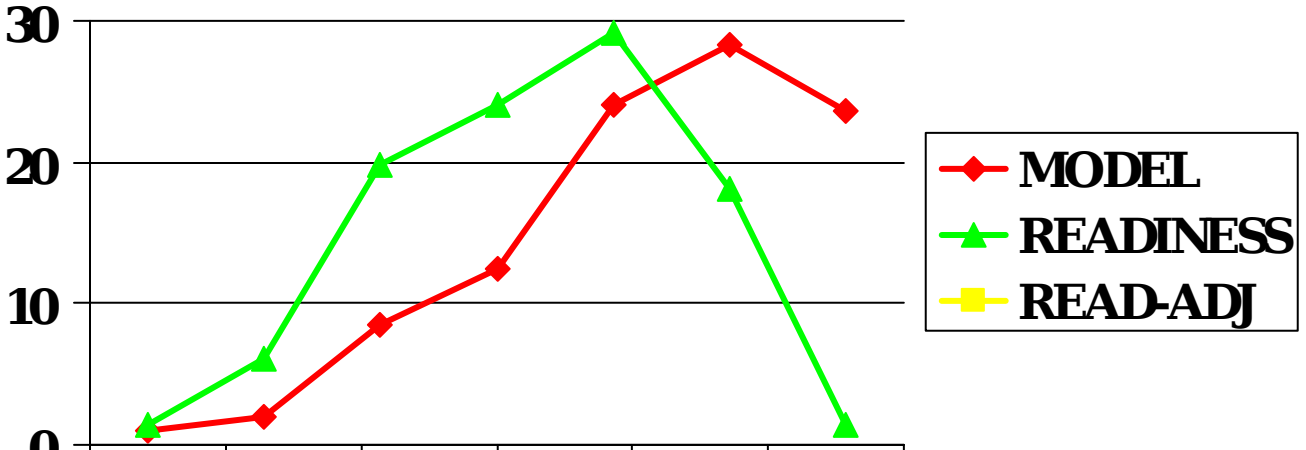
CPG Focus

READINESS to Air Force Model



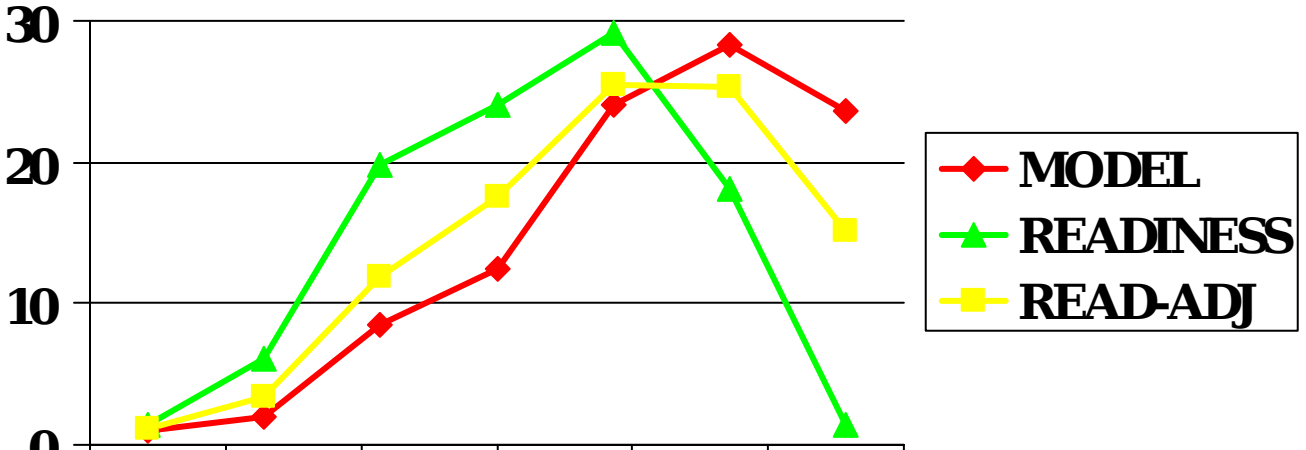
	CMS	SMS	MSG	SSG	SRA	A1C
MODEL	1	2	8.5	24	28.3	23.7
READINESS						
READ-ADJ						

READINESS to Air Force Model



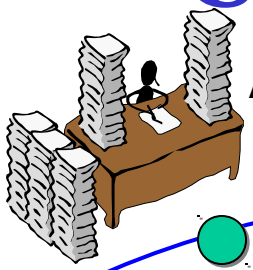
	CMS	SMS	MSG	SSG	SRA	A1C
MODEL	1	2	8.5	24	28.3	23.7
READINESS	1.43	6.02	19.81	29.16	18.07	1.43
READ-ADJ						

READINESS to Air Force Model



	CMS	SMS	MSG	SSG	SRA	A1C
MODEL	1	2	8.5	24	28.3	23.7
READINESS	1.43	6.02	19.81	29.16	18.07	1.43
READ-ADJ	1.11	3.33	11.89	25.52	25.36	15.21

CE CPG Process



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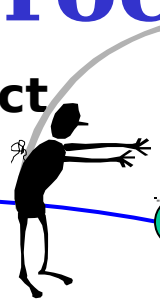
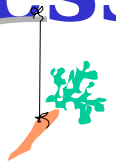




Determine Fixes

Above model-Ops
At model-Util
Below model-Fire

AF Model

Apply % to MAJCOMs for CE-wide fix

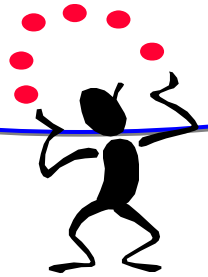
CPG Focus

Mission Focus

AFCESA use of A-76 'Bumper Crop' prevented MAJCOM cuts

Analyze MAJCOMs for Authorization Requirements

Use available A-76 grades to meet MAJCOM mission requirements



CMD CPGs to Air Force Model

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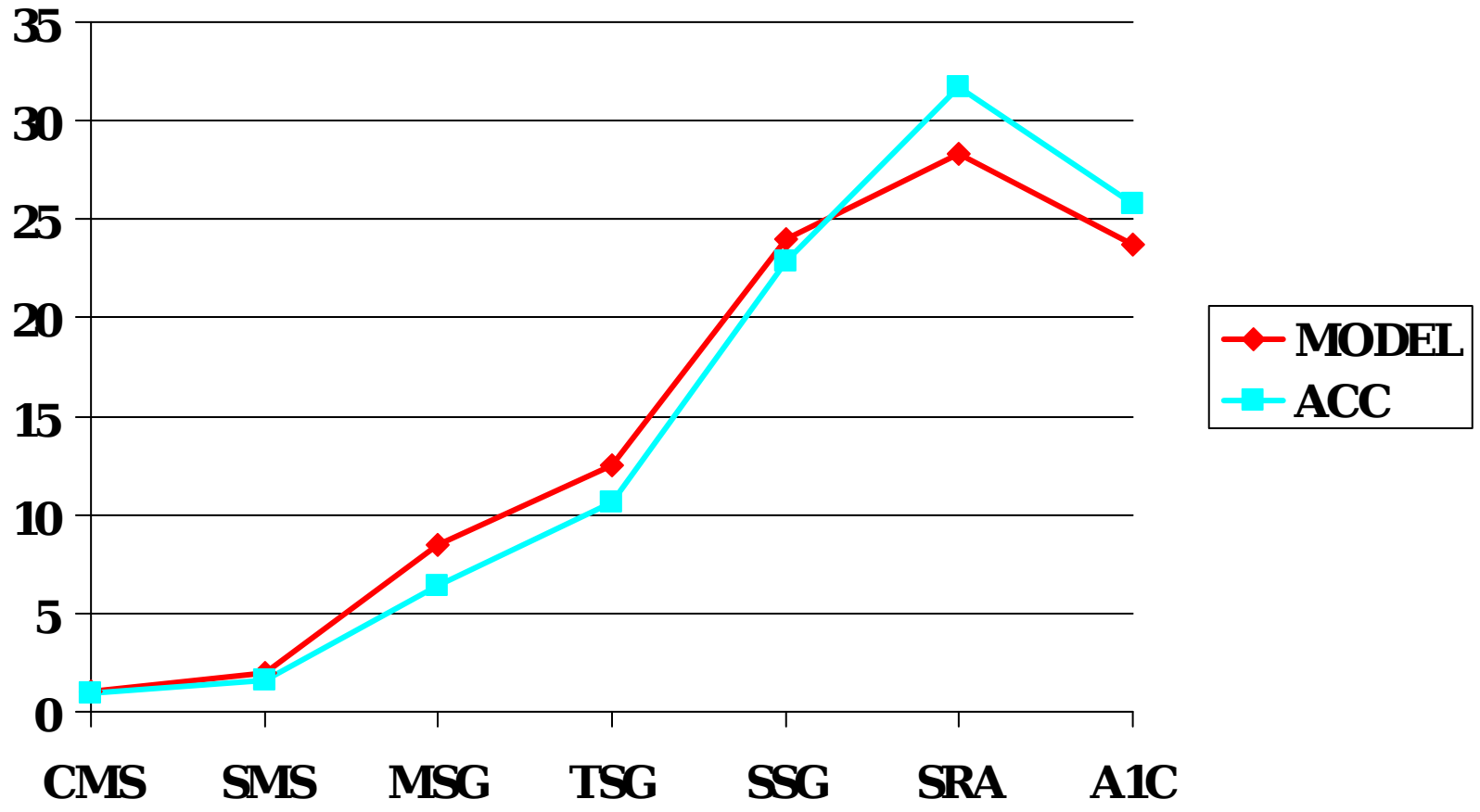

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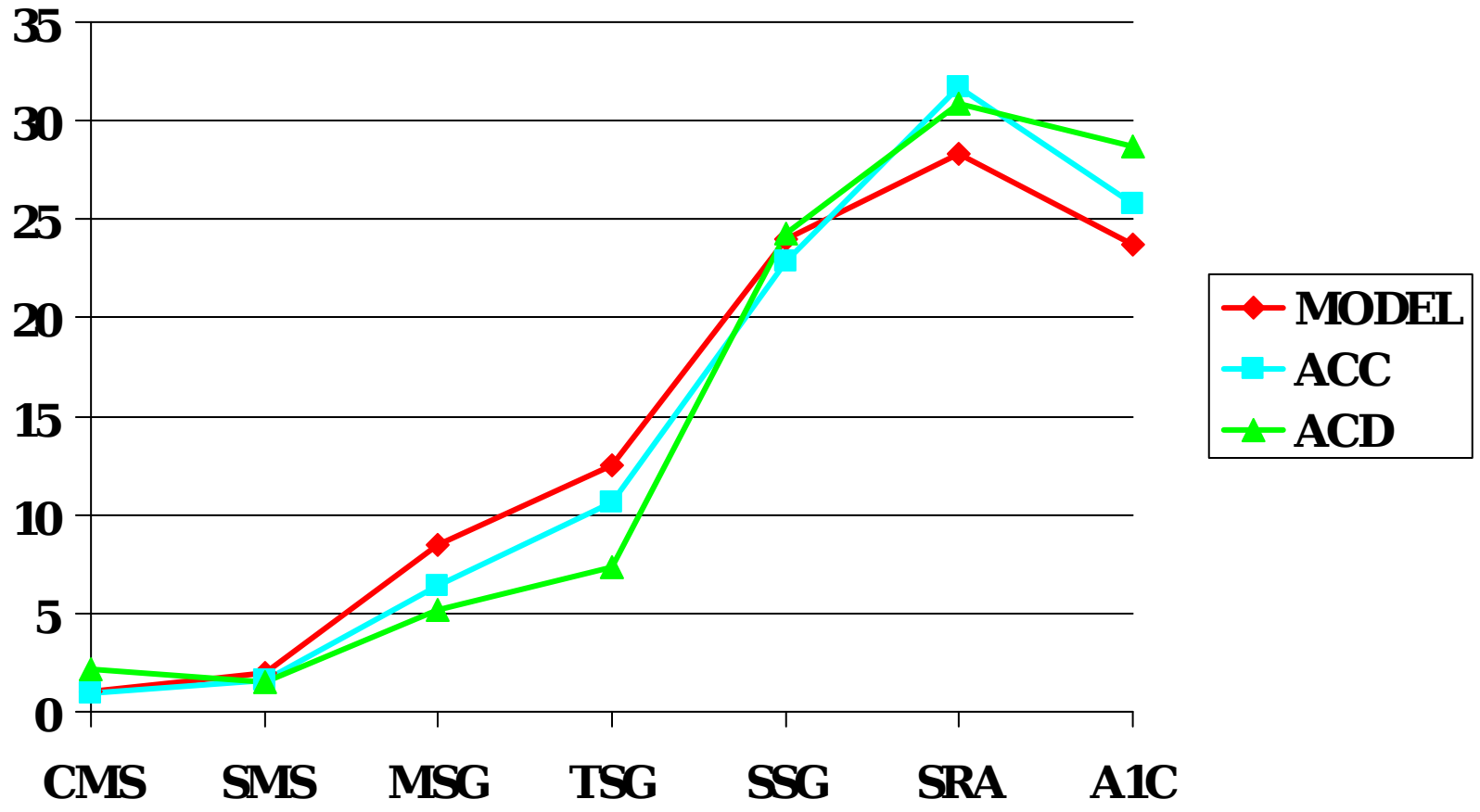

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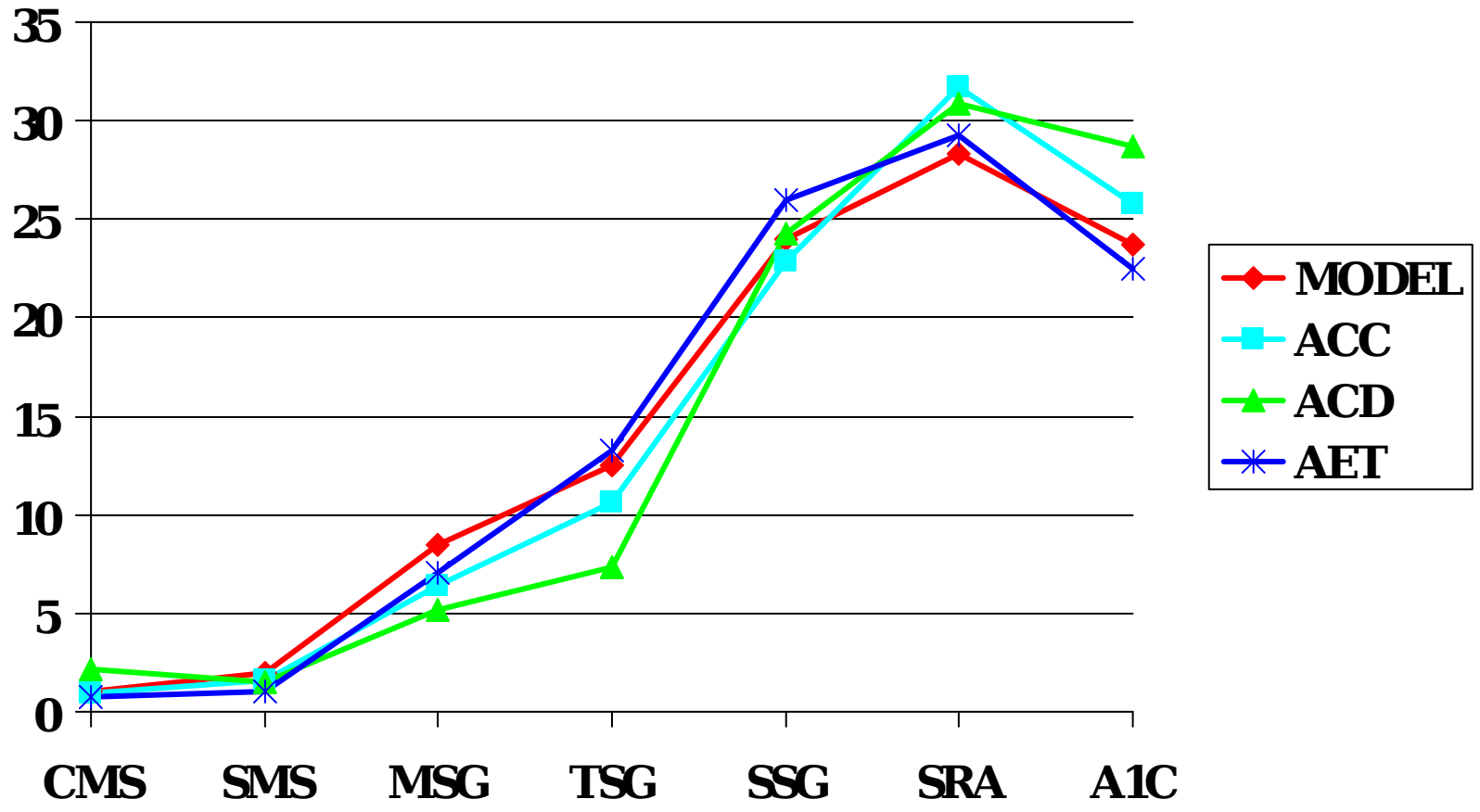
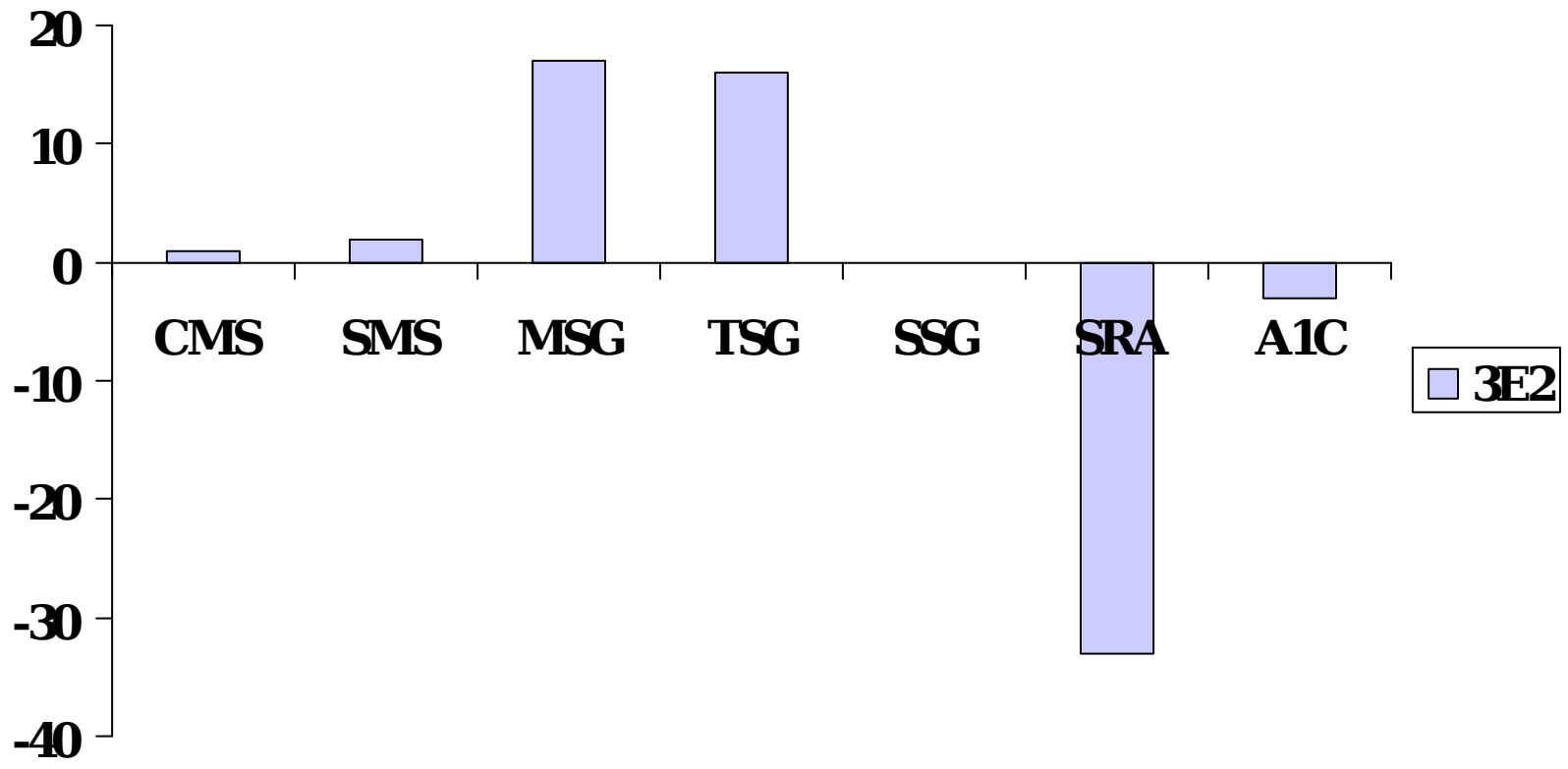


ADJUSTMENTS ACC



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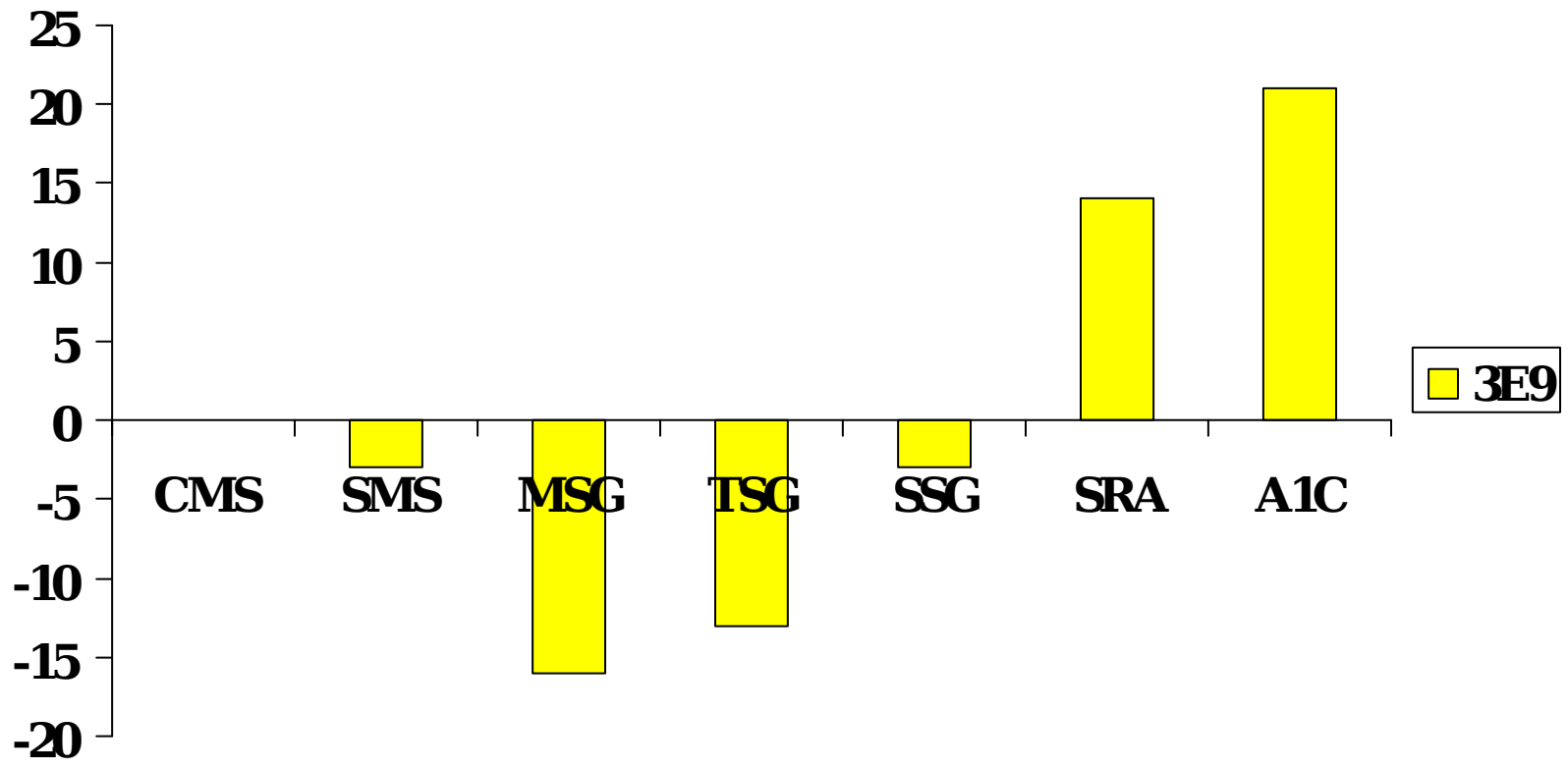
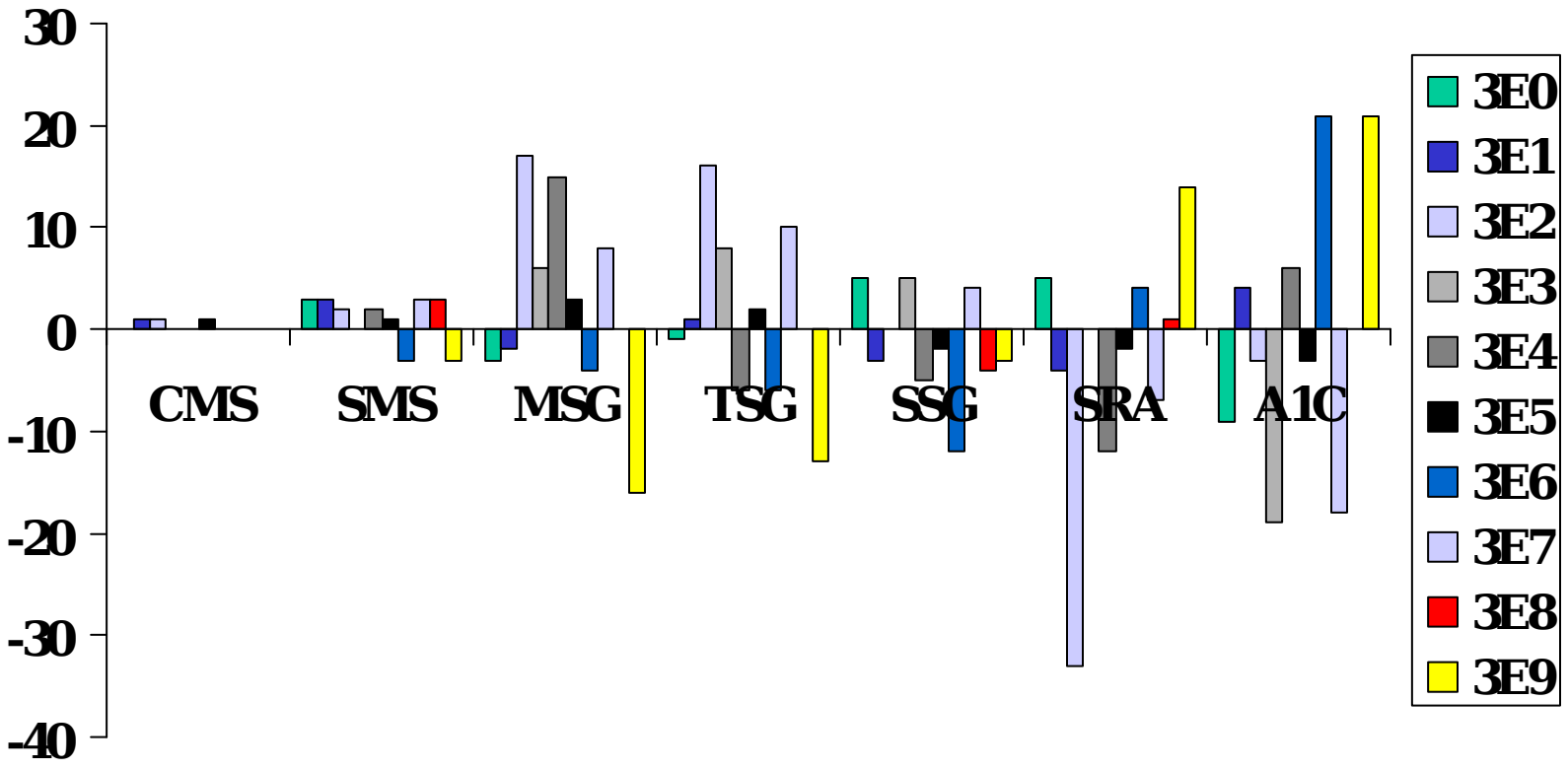


ADJUSTMENTS ACC



So Why The Fix?

- Closer an AFS is to the model the healthier
- Grade distribution affects promotion percentages
- Unhealthy AFS models equal unwanted results
  - Force retraining actions (= grade overages)
  - Sustainment by retraining (= grade shortages)
  - Grade deficiencies throughout other CE AFSs
- CE constructed AFSs, CE can adjust as needed
- Forced retraining or our best and brightest & AFS survivability is at stake

What's at Stake?

Pavements & Construction Equip Operations / Fire Protection AFS

- The Issue? AFSs over 72 & 64% airmen respectively (healthy AFS--52%).
- The Problem? Too many airmen competing for too few senior positions
- The result? Forced retraining of airmen at the TSgt/MSgt grade
- The CPG fix? Reduced junior grades; increased mid /senior grade authorizations to align with AF models

What's at Stake?

Readiness / Operations Management AFS

- The Issue? Few airmen built into AFSs structure; health of AFS tied directly to successful AF retraining efforts
- The Problem? Retraining goals are not being met; both AFSs are suffering
  - AF Average -- 93%; CE average -- 89%
  - Operations Management manning -- 77%
  - Readiness manning -- 76%
- The result? Manning levels are dangerously low. AFS manning levels continue to drop
- The CPG fix? Constructed AFS to grow from bottom up; AFS now fed through non prior service enlistees

Notes

- Added 3 levels in Readiness and Operations
  - AFSs are broken; need to execute plan to fix
  - Matched CPGs to revised manpower tables
  - Implementation provides UMD “homes”
- Improved Fire and P&E career structure
  - AFSs are broken; need to execute plan to fix
  - Implementation should curb forced retraining
- Initial model uses FY 99 “numbers” to project a final “grade factor”… MAJCOMs use those grade factors (percentages) to determine grade requirements using most “current” (FY 01) UMD

Notes Con't

- All Commands must implement CPGs to the fullest degree possible
  - When one command fails to implement the CPG allocation many CE AFSs suffer
  - Attempts to repair Fire and P&E have been made over the last several CPG reviews; however forced retraining continues today
  - Readiness & Operations AFS manning levels will continue to drop without an immediate CPG fix

Notes Con't

- A-76 resources are critical to overall fix
  - Only opportunity to make adjustments without having MAJCOM/XP involvement
- CPG rules give MAJCOM/CE flexibility to make zero sum adjustments within allocation
  - Follow-up adjustments must be worked at cmd
- AFCESA will conduct semiannual review of implementation & provide MAJCOM feedback
  - Focus will be on broken AFSs
  - All concerns will be noted to MAJCOM/CEs

What's Next?

- Revise / implement Career Progression Guide (CPG)
- Work the Unit Manpower Document (UMD)
  - Build effective grade structures by unit
  - Avoid unnecessary changes
  - MAJCOM functionals/AFCESA track status
- Maintain a balancing act
  - Avoid grade creep or grade reductions
- Coordinate grade changes with AFCESA
  - Determine grade by need not personality
  - Be patient; growing *some* grades will take time!

Bottom line

- Fixing the CE AFS career structure requires a community effort. Our focus must be on a CE solution that wisely uses all of our collective resources.